

PERSONNEL

There shall be an organized program of in-service training for all licensed employees of the board directed toward increasing their knowledge, improving their performance and generally upgrading the school division.

The superintendent shall take such time of the employee as he judges to be necessary and to employ non-school persons to assist or conduct these programs to the extent that funds have been approved in the annual budget.

Legal Reference:

Code of Va., § 22.1-253.13:3. Standard 3. Accreditation, other standards and evaluation.--. . . G. Each local school board shall also provide teachers and principals with (i) periodic in-service training in preparing tests and other assessment measures and (ii) methods for assessing the progress of individual students, including Standards of Learning assessment materials or other criterion-referenced tests which match locally developed objectives. . . ." (1992)

Code of Va., § 22.1-253.13:5. Standard 5. Training and professional development.--"A. The General Assembly and the Board of Education find that programs of professional development and training and appropriate teacher performance evaluations are essential for effective educational leadership and personnel and the advancement of public education in the Commonwealth.

B. Each member of the Board of Education shall participate in in-service programs on personnel, curriculum and current issues in education as part of his service on the Board.

C. Consistent with the finding that leadership is essential for the advancement of public education in the Commonwealth, the Board of Education shall develop leadership standards for superintendents and principals, which standards shall include training in the implementation of the Standards of Learning and training in the evaluation and documentation of teacher and administrator performance based on student academic progress and the skills and knowledge of instructional personnel.

D. The Board of Education shall sponsor, conduct or provide advice on (i) training and professional development of teachers, principals, supervisors, division superintendents and other school staff; (ii) training for all administrative and supervisory personnel in the evaluation and documentation of teacher and administrator performance based on student academic progress and the skills and knowledge of such instructional or administrative personnel; (iii) in-service programs for school board members on personnel, curriculum and current issues in education; and (iv) in cooperation with the Virginia Department for the Visually Handicapped, in-service programs in Braille for teachers of the blind and visually impaired. The Board shall provide technical assistance on professional development to local school boards designed to seek to ensure that all

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instructional personnel are proficient in the use of educational technology consistent with its Six-Year Educational Technology Plan for Virginia.

E. Each local school board shall require (i) its members to participate annually in in-service programs on personnel, curriculum and current issues in education as part of their service on the local board and (ii) require the division superintendent to participate annually in professional development activities at the local, state or national levels.

F. Each local school board shall provide (i) a program of professional development, as part of the license renewal process, to assist teachers and principals in acquiring the skills needed to work with gifted students and handicapped students and to increase student achievement, (ii) a program of professional development in educational technology for all instructional personnel, and (iii) a program of professional development for administrative personnel designed to increase proficiency in instructional leadership and management, including training in the evaluation and documentation of teacher and administrator performance based on student academic progress and the skills and knowledge of such instructional or administrative personnel."

Code of Va., § 22.1-305.1. Mentor teacher programs.--"A. As part of the Beginning Teacher Assistance Program, the Board of Education may establish, from such funds as may be appropriated by the General Assembly, mentor teacher programs utilizing specially trained public school teachers as mentors to provide support, orientation and guidance for beginning teachers. The Board shall issue guidelines for such mentor teacher programs and shall set criteria for beginning teacher participation and the qualification and training of mentor teachers. Local school boards choosing to implement mentor teacher programs shall provide the Board with any information requested concerning such programs in a timely fashion.

B. The Board shall serve as fiscal agent for the participating school boards in matters concerning the mentor teacher programs. The Board shall allocate, from such funds as are appropriated, moneys to participating school divisions for the purpose of supporting such programs which shall include, but not be limited to, compensation for mentor teachers." (1989)

Editor's Note: The Beginning Teacher Assistance Program is no longer being funded.

Adopted by School Board: June 19, 1973

Revised by School Board: September 17, 1974

Revised by School Board: September 7, 1976